



LEARNING AND DEVELOPMENT

L&D General Coursework COMPETENCY MAP

1-2

Managing the Organization

The ability to direct and contribute to initiatives and process within the organization.



3-5

Leading Self

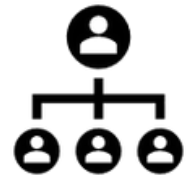
The ability to manage our behaviors, thoughts, and emotions in a conscious and productive way.



6-8

Leading Others and Teams

The ability to manage interactions to provide service and to support the organization.



9

Leading Programs and Projects

The ability to effectively plan, execute and complete projects.



Managing the Organization

Managing Change

Change: Turning Uncertainty into Opportunity
CI Understanding Current State
Creativity Bootcamp
Extended DISC and Managing Stress
Fundamentals of CI Methodology and Culture
Project Management Essentials

Change: Turning Uncertainty into Opportunity
CI Understanding Current State
Creating a Culture of Empowerment
Creative Problem Solving
Creativity Bootcamp
Fundamentals of CI Methodology and Culture
Introduction to CI Tools for Application
Project Management Essentials

Solving
Problems
and Making
Decisions

Managing Politics

Project Management Essentials

Change: Turning Uncertainty into Opportunity
Clifton Strengths for Teams
Creating a Culture of Empowerment
Crucial Accountability
Fundamentals of CI Methodology and Culture
Managing Up, Down, and Across: Forging Effective Relationships with Those Around You
Presentation Advantage
Project Management Essentials

Influencing
Others

Managing the Organization

Taking
Risks and
Innovating

Change: Turning Uncertainty into Opportunity
Creative Problem Solving
Creativity Bootcamp
Project Management Essentials

4 Disciplines of Execution
Change: Turning Uncertainty into Opportunity
Project Management Essentials

Setting
Vision and
Strategy

Managing
the Work

4 Disciplines of Execution
Change: Turning Uncertainty into Opportunity
Fundamentals of CI Methodology and Culture
Introduction to CI Tools for Application
Meeting Advantage
Project Management Essentials

Project Management Essentials
Understanding the Classification Process & Writing Effective
Job Descriptions
Working with Employees with Health Conditions

Business
Acumen

Understanding
& Navigating
the
Organization

Change: Turning Uncertainty into Opportunity
Performance Management
Project Management Essentials
Understanding the Classification Process & Writing Effective
Job Descriptions
Working with Employees with Health Conditions

Leading Self

Ethics and Integrity

Establishing Relationship Trust
Establishing Self Trust
Lead with Your Strengths
Trust and Inspire Leaders
Understanding Emotional Intelligence

5 Choices of Extraordinary Productivity
Extended DISC and Managing Stress
Meeting Advantage

Managing Effort and Energy

Displaying Drive and Purpose

Establishing Relationship Trust
Establishing Self Trust
Lead with Your Strengths

6 Critical Practices for Leading Teams
Clifton Strengths for Teams
Conflict Resolution / TKI Instrument
DISC and Team Culture
DISC - Leadership Styles
Establishing Relationship Trust
Establishing Self Trust
Lead with Your Strengths
Managing Up, Down and Across: Forging Effective Relationships with Those Around You
Trust and Inspire Leaders
Understanding Emotional Intelligence

Exhibiting Leadership Stature

Leading Self

Capacity to Learn

Art of Communication
Clifton Strengths Finder (Individuals)
Clifton Strengths for Teams
Creating a Culture of Empowerment
Crucial Conversations
Extended DISC
Lead with Your Strengths
Overcoming Imposter Syndrome

CI Understanding Current State
Clifton Strengths Finder (Individuals)
Clifton Strengths Finder for Teams
Creating a Culture of Empowerment
Crucial Conversations
DISC - Leadership Styles
Establishing Relationship Trust
Establishing Self Trust
Extended DISC
Extended DISC and Managing Stress
Lead with Your Strengths
Managing Stress in a Hybrid Environment
Overcoming Imposter Syndrome
Understanding Emotional Intelligence

Managing Yourself

Leading Self

Increase Self- Awareness	Appreciation in the Workplace CI Understanding Current State Clifton Strengths Finder (Individuals) Clifton Strengths for Teams Conflict Resolution / TKI Instrument Crucial Conversations DISC - Leadership Styles Establishing Relationship Trust Establishing Self Trust Extended DISC Extended DISC and Managing Stress Lead with Your Strengths Managing Stress in a Hybrid Environment Managing Up, Down and Across: Forging Effective Relationships with Those Around You Overcoming Imposter Syndrome Trust and Inspire Leaders Understanding Emotional Intelligence
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CI Understanding Current State
Clifton Strengths Finder (Individuals)
Clifton Strengths for Teams
Conflict Resolution / TKI Instrument
DISC and Team Culture
DISC - Leadership Styles
Extended DISC
Extended DISC and Managing Stress
Lead with Your Strengths
Overcoming Imposter Syndrome
Understanding Emotional Intelligence

**Developing
Adaptability**

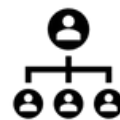
Leading Others and Teams



Communicating Effectively	6 Critical Practices for Leading Teams CI Understanding Current State Clifton Strengths for Teams Creating a Culture of Empowerment Crucial Accountability Crucial Conversations DISC and Team Culture Extended DISC Extended DISC and Managing Stress Managing Up, Down and Across: Forging Effective Relationships with Those Around You Performance Management Understanding Emotional Intelligence Writing SMART Goals
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6 Critical Practices for Leading Teams Appreciation in the Workplace CI Understanding Current State Clifton Strengths for Teams Creating a Culture of Empowerment DISC and Team Culture Establishing Relationship Trust Establishing Self Trust Lead with Your Strengths Managing Up, Down and Across: Forging Effective Relationships with Those Around You Trust and Inspire Leaders Understanding Emotional Intelligence	Building Trust
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Leading Others and Teams



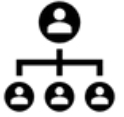
Developing Others	6 Critical Practices for Leading Teams Clifton Strengths for Teams Crucial Accountability Crucial Conversations Performance Management
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Appreciation in the Workplace
Clifton Strengths for Teams
Creating a Culture of Empowerment
Crucial Conversations
DISC and Team Culture
Establishing Relationship Trust
Extended DISC
Extended DISC and Managing Stress
Lead with Your Strengths
Managing Up, Down and Across: Forging Effective Relationships with Those Around You
Trust and Inspire Leaders
Understanding Emotional Intelligence
Working with Employees with Health Conditions

Valuing Diversity and Inclusion

Building and Maintaining Relationships	6 Critical Practices for Leading Teams Appreciation in the Workplace CI Understanding Current State Clifton Strengths Finder (Individuals) Creating a Culture of Empowerment Crucial Conversations DISC and Team Culture Establishing Relationship Trust Lead with Your Strengths Managing Up, Down and Across: Forging Effective Relationships with Those Around You Trust and Inspire Leaders Understanding Emotional Intelligence
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Leading Others and Teams



6 Critical Practices for Leading Teams
Clifton Strengths for Teams
Crucial Accountability
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Lead with Your Strengths
Managing Stress in a Hybrid Environment
Performance Management
Trust and Inspire Leaders
Understanding the Classification Process & Writing Effective
Job Descriptions

Managing
Effective
Teams

Leading Programs & Projects



Project Management

4 Disciplines of Execution
5 Choices of Productivity
Project Management Essentials

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Overcoming Imposter Syndrome
Project Management Essentials

Critical Thinking

Problem Solving

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Overcoming Imposter Syndrome
Project Management Essentials

Conflict Resolution / TKI Instrument
Project Management Essentials

Negotiation and Persuasion

Continuous Improvement

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